

**Washington State Human Rights Commission
MEETING OF
October 27, 2005**

**Clark College
Vancouver, WA**

MINUTES

ATTENDENCE

Commissioners: Ellis Casson, Chair Pro Tem; Dallas Barnes; and Jerry Hebert. A quorum was present.

Staff: Marc Brenman, Executive Director and Tanya Calahan, Executive Assistant to the Commissioners.

Guests: Charles Banks; Anthony Buee, Lon Mabon; Dvija Michael Bertish; Ronnie Simmons; Quan Tran; J.H. Batten; Lyn Kirby; Travis Pinn; Michael Jackmond; Marybeth Arbuckle; Cher Starkel; John Jenkins; Angela Watkins; Carin Bocskay; Nancy McCarter; Margo Bryant, NAACP; Jerry King; Joan Renner; Bill Rinner; Al Flory; Dani Nierenberg; Paul King; Reverend Marva J. Edwards; Cleo Smith; Dian Carr Andrews; Bob Andrews; Leann Johnson; Joyce Swarn; Grovonny Nunn; Shareefah Abdullah; Anthony Buckley; Herman A. Flores; Michael J. Flanagan; David Bergland; Rosie M. Sims; George D. Nugent Jr. Charles L. Simmons, Bruce Davis; Dr. Rachael Ruiz, Vice President of Student Affairs, Clark College; and Tim Leavitt, Vancouver City Council

OPENING AND WELCOME

Commissioner Casson called the meeting to order at 7:11 p.m. Commissioners and staff introduced themselves to the audience. He then called on Reverend Marva Edwards of the NAACP for invocation.

Dr. Rachael Ruiz, Vice President of Student Affairs for Clark College welcomed everyone to the campus. She spoke about her background and then spoke about Clark College's efforts to increase diversity on the campus among students and faculty.

Vancouver City Councilmember Tim Leavitt spoke on behalf of the Mayor's Office and welcomed the Commission to Vancouver. He gave a speech about diversity.

Executive Director Marc Brenman provided an overview of the work of the Commission and highlighted its jurisdiction under the Washington State Law Against Discrimination, RCW 49.60.

COMMUNITY FORUM

Reverend Marva Edwards of the NAACP facilitated the community forum discussion. She passed along regrets of NAACP Vancouver Branch President Earl Ford, who was unable to attend the night's meeting.

Many individuals spoke during the open forum discussion.

During the community testimony portion of the forum, the following other individuals spoke: Quong Tran, Michael Jackmond, Jerry King, Michael Flannigan, Charles Banks, Dvija Michael Bertish, Paul King, Angela Watkins, David Bergland, Ronnie Sims, Margo Bryant, and Shareefah Abdullah.

Many of the individuals that spoke expressed deep concern regarding racial discrimination in the Vancouver area. One small business owner felt that he was passed over for a booth at the local Saturday Market because of his race. Others spoke about problems with child custody, hate crimes and hate rhetoric; "English Only" rules in a place of public accommodation; employment discrimination; housing discrimination; racial profiling by the local police; profiling of motorcyclists; and lack of diversity among Clark County government employees.

Several individuals spoke about the lack of a presence of a Human Rights Office in Vancouver. Many encouraged the Commission to have a greater presence in Vancouver and to open a branch office in the area if possible.

Marva Edwards thanked all of the speakers for their input. She then introduced other NAACP members in the audience.

Commissioner Casson provided closing remarks. He stated that the Commission will see what can be done after reviewing the information

There being no further business, the meeting adjourned at 8:53 p.m.

Respectfully submitted,

Tanya Y. Calahan
Executive Assistant to the Commissioners

**Washington State Human Rights Commission
MEETING OF
October 28, 2005**

**Clark College
Vancouver, WA**

MINUTES

ATTENDENCE

Commissioners: Ellis Casson, Chair Pro Tem; Dallas Barnes; Deborah Sioux Lee; and Jerry Hebert. A quorum was present.

Staff: Marc Brenman, Executive Director and Tanya Calahan, Executive Assistant to the Commissioners, and Idolina Reta, Special Assistant.

Guests: Representative Jim Moeller; Carl Flipper, Clark College; Marva Edwards and Cleo Smith, Vancouver Branch of the NAACP; and Michael Jackmond.

(Audio tape one – side one)

OPENING AND WELCOME

Commissioner Casson called the meeting to order at 9:05 a.m.

Commissioners and staff introduced themselves to the audience. Commissioner Hebert then introduced Representative Jim Moeller. Representative Moeller provided remarks. He voiced support of opening a Commission satellite office in Vancouver and having an investigator come to Vancouver once per month.

Representative Moeller asked for “numbers” from Marc to see what it will take to reinstate the practice of sending an investigator to Vancouver at least once per month.

Cleo Smith and Marva Edwards spoke on behalf of the NAACP. They spoke about the work that their branch does and how they field phone calls from the community. They also encouraged the Commission to open an office in Vancouver.

APPROVAL OF MINUTES

The Commissioners discussed the minutes of the September 23, 2005 Commission meeting. On page three, first paragraph, add: “in lieu of a written report” after the statement: “to obtain

feedback.” Commissioner Lee made a motion to approve the minutes with the noted amendment. Commissioner Hebert seconded the motion. MOTION CARRIED.

They next considered the minutes of the special meeting of September 30, 2005. Commissioner Lee made a motion to approve the minutes. Commissioner Hebert seconded the motion. MOTION CARRIED.

EXECUTIVE SESSION

The Commissioners entered executive session to review the performance of a public employee and to evaluate the qualifications of applicants for public employment from 9:45 a.m. until 10:15 a.m. The executive session was extended. The executive session adjourned at 11:18 a.m.

CASE CLOSURES

Commissioner Hebert made a motion to approve the case closures. Commissioner Lee had a question about Shearer v. Terra Firma Land Development case. She wants a technical assistance advisory sent to the respondent. Marc Brenman will verify whether or not the derogatory comments were made before deciding whether or not a technical assistance advisory is necessary. Commissioner Lee then seconded the motion. MOTION CARRIED.

EXECUTIVE DIRECTOR’S REPORT

Commissioner Lee would like to have a Commissioner work on personnel policies with staff.

Other Commissioner questions took place. Commissioner Barnes asked about hiring practices for temporary investigators. He wants the personnel committee to look into this issue.

(Audio tape one – side two)

Commissioner Hebert made a motion to concur with Marc Brenman’s decision to hire Idolina Reta as Deputy Director. Commissioner Lee seconded the motion. MOTION CARRIED.

CUSTOMER INPUT

Mr. Michael Jackmond appeared before the Commissioners to express his concerns to them about the processing of his case and difficulties with Commission staff.

Discussion then ensued about Mr. Jackmond’s case. The problem was with the “apology letter” required under the pre finding settlement agreement. The Commissioners thanked him for his comments. Staff is looking into the matter.

UNFINISHED BUSINESS

Commissioner Hebert made a motion to approve the Policy on Work Study Sessions as amended. Commissioner Lee seconded the motion. MOTION CARRIED.

The Commissioners agreed by consensus to have November 17-18, 2005 meeting in Olympia to accommodate the Women's Forum with the Governor's Interagency Committee of State Employed Women (ICSEW).

Commissioner Lee made a proposal to have a December 15-16, 2005 Commission meeting at Daybreak Star Cultural Center in Seattle in lieu of the regularly scheduled conference call. United Indians will host the meeting. There were no objections.

The Commissioners discussed the 2006 meeting schedule. Plans are underway to have an Access to Justice Conference in Olympia on January 26, 2006. By consensus they adopted the 2006 meeting schedule as amended.

(Audio tape two –side two)

Carl Flipper spoke to the Commissioners. He is the Director of Auxiliary Services for Clark College. Mr. Flipper noted that Clark College's Penguin Student Union Building (PSU) is new and paid for by taxing students \$2 per credit. The students were agreeable with this. There are 13,000 students enrolled at Clark College.

The Commissioners next discussed Human Rights Day sponsorship. This event is scheduled for December 10th. Commissioner Hebert made a motion to approve sponsorship and to pay \$500 toward the event.

Commissioner Casson spoke about travel and travel authorization for Commissioners. There are currently no guidelines for Commissioner travel and no set Commissioner budget. Commissioner Casson requested some guidelines about speaking engagements for Commissioners. This item will be discussed further at a future meeting.

There being no further business, the meeting adjourned at 2:40 p.m.

Respectfully submitted,

Tanya Y. Calahan
Executive Assistant to the Commissioners